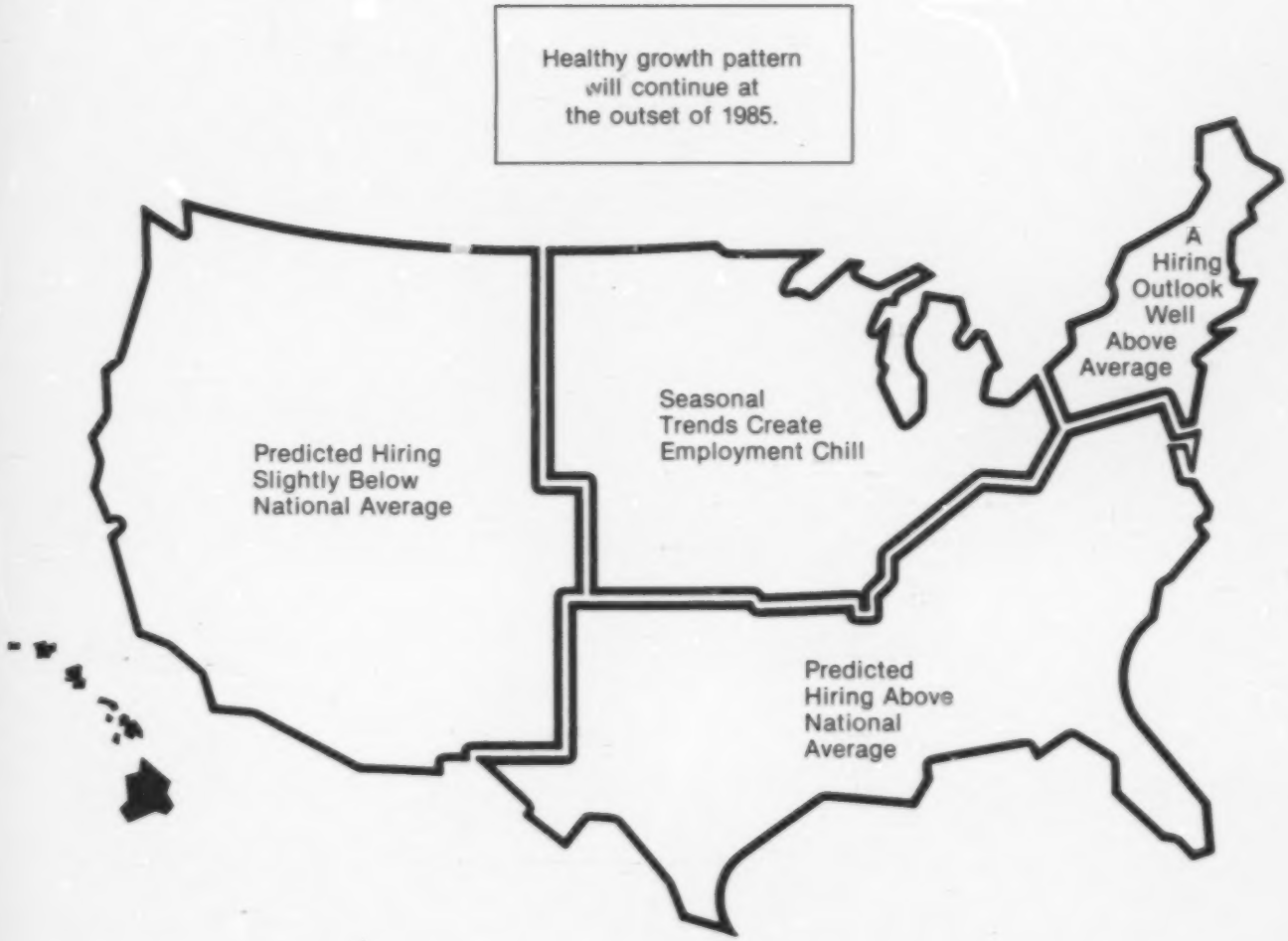
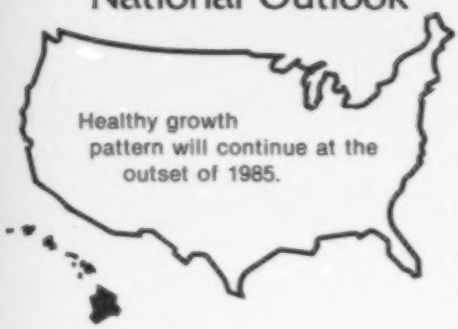
B52751

Manpower, Inc. Employment Outlook Survey

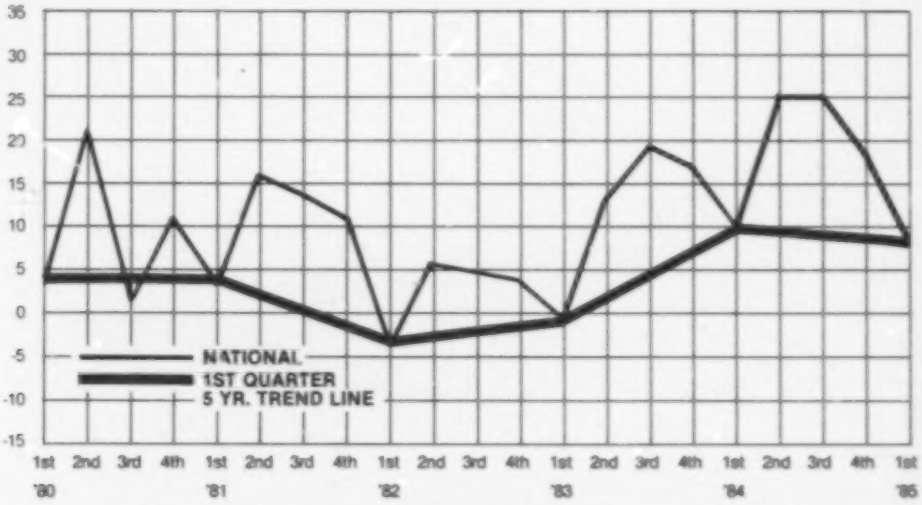
First Quarter
January, February, March
1985


Healthy growth pattern will continue at the outset of 1985.
A Hiring Outlook Well Above Average
Seasonal Trends Create Employment Chill
Predicted Hiring Slightly Below National Average
Predicted Hiring Above National Average

National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

Although slowed by seasonal tendencies, the employment outlook for January, February and March of 1985 continues to be healthy. That is the conclusion of Manpower's quarterly Employment Outlook Survey of 11,500 business firms throughout the U.S.

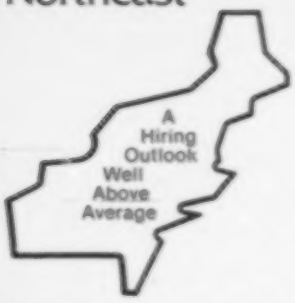
A total of 20% of those interviewed expressed intentions to add employees to their workforces during the quarter, while 12% indicated plans to cut back. Another 64% expected to remain at present levels and 4% weren't sure.

The first quarter is never expected to be a happy hunting time for job seekers, since the Wholesale-Retail and other sectors customarily shed workers hired expressly for the holiday rush. Additionally, Construction, Mining and other outdoor industries encounter inclement weather in the Northern areas of the country.

The coming quarter, however, conforms closely to the results of the same quarter of 1984, which was one of the more favorable in recent years. Notable this year are lower than usual post-holiday reduction plans, resulting in the more positive overall outlook that is reflected in the current survey.

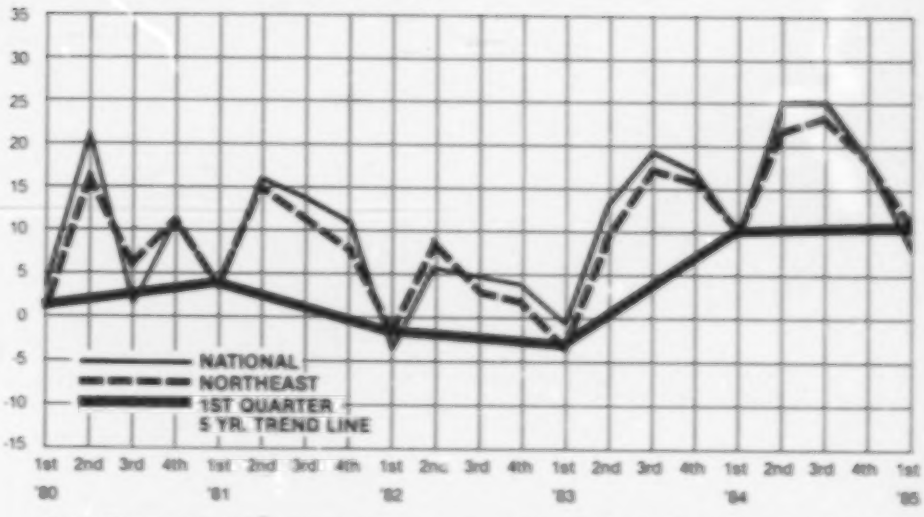
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	17	65	16	2
Construction	20	57	19	4
Manufacturing—Durable Goods	25	58	13	4
Manufacturing—Non-durable Goods	20	68	9	3
Transportation & Public Utilities	19	67	10	4
Wholesale & Retail Trade	19	60	19	2
Finance, Insurance & Real Estate	24	67	6	3
Education—Public & Private	12	82	4	2
Services	22	66	9	3
Public Administration	20	70	6	4
All Industries	20	64	12	4

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

The Northeastern states, led by the large financial centers, are second only to the South in optimism of employment outlook. The picture is brighter than in any first quarter in the nine-year history of Manpower's survey.

Particularly favorable are the Finance, Insurance and Real Estate sector, Public Administration, the Services, and Durable Goods Manufacturing. Only in Construction and Wholesale-Retail is there any significant move by employers to decrease their present staff levels, while percentages of those planning workforce additions are at or near national averages in almost every sector.

An important factor in the Northeast is the presently strong demand for administrative workers such as secretaries and clerks to operate automated equipment like word processors, data entry equipment and small computers.

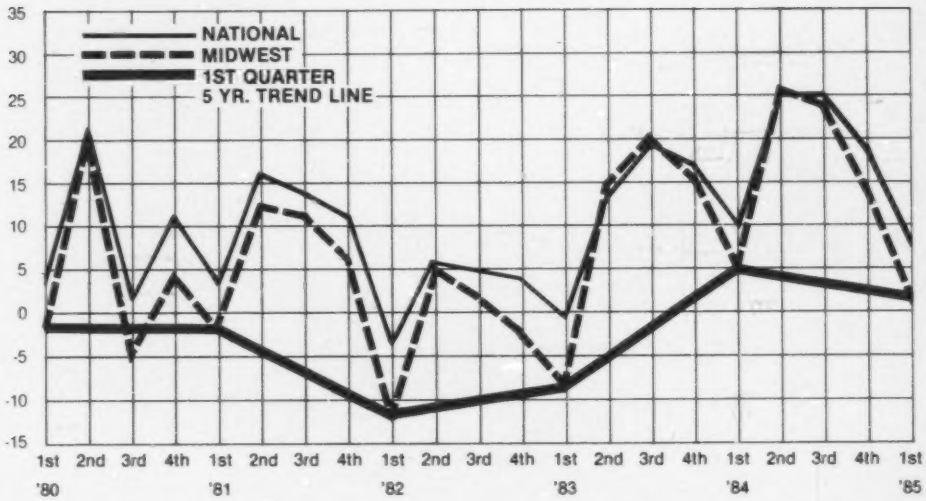
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	17	56	24	3
Manufacturing—Durable Goods	26	60	10	4
Manufacturing—Non-durable Goods	21	66	11	2
Transportation & Public Utilities	12	71	10	7
Wholesale & Retail Trade	22	59	17	2
Finance, Insurance & Real Estate	23	68	4	5
Education—Public & Private	11	84	2	3
Services	23	66	7	4
Public Administration	22	70	4	4
All Industries	22	64	11	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast

Midwest

Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



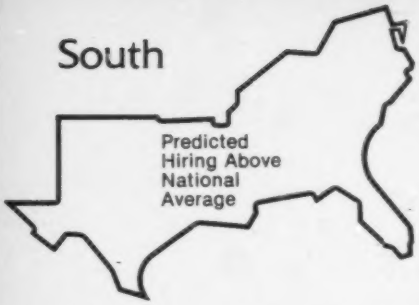
Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

Stymied by cold weather in its construction industry and by post-holiday declines in Wholesale-Retail jobs, Midwest cities face a winter of below-average hiring plans. Only in Transportation and Public Utilities and in Non-Durable Manufacturing do Midwest employers approximate national averages. Although yet ahead of the first quarters of recession years, the Midwest results for January, February and March of 1985 lag behind most other years.

But for a decline in Durable Goods Manufacturing opportunities, the Midwest picture approximates that of a year ago. However, in the area's important Durable Goods Manufacturing sector, only 22% plan additions compared to 32% a year ago. A total of 15% foresee declines this quarter compared to only 10% a year ago.

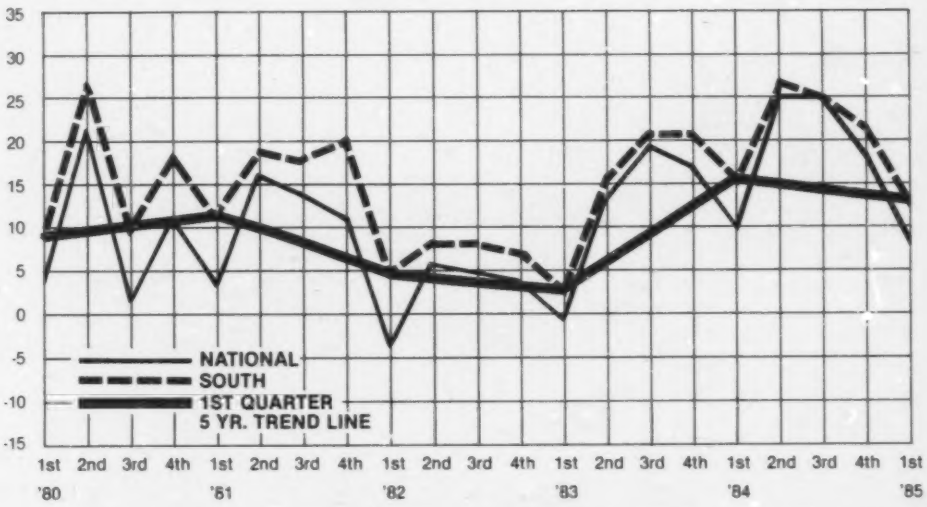
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	10	60	27	3
Manufacturing—Durable Goods	22	60	15	3
Manufacturing—Non-durable Goods	20	67	10	3
Transportation & Public Utilities	17	71	9	3
Wholesale & Retail Trade	15	59	24	2
Finance, Insurance & Real Estate	23	68	7	2
Education—Public & Private	11	82	5	2
Services	17	70	12	1
Public Administration	16	70	10	4
All Industries	17	65	15	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast.



Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

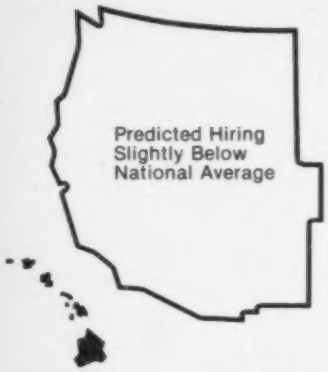
Aided by warm weather, the South once again leads the nation in job outlook. In every category, the Southern outlook exceeds the national averages.

The Finance, Insurance and Real Estate, Public Administration and Services sectors show the brightest pictures, but Transportation and Public Utilities, Durable Goods Manufacturing and Non-Durable Goods Manufacturing are not far behind.

Even with their uniformly positive forecast, Southern employers still remain a notch below last year's similar period, but one must otherwise go back to 1978 to find a more favorable first period picture.

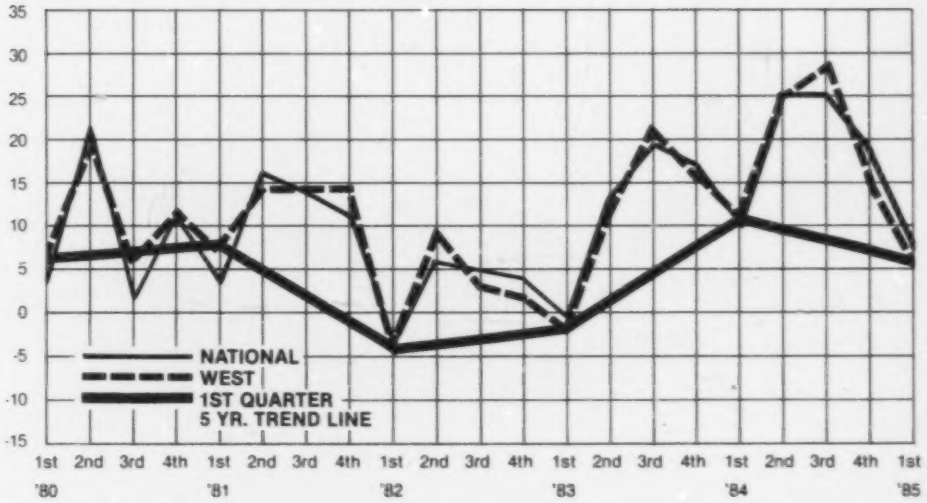
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	18	64	18	0
Construction	30	50	14	6
Manufacturing—Durable Goods	27	56	12	5
Manufacturing—Non-durable Goods	19	71	8	2
Transportation & Public Utilities	25	64	8	3
Wholesale & Retail Trade	20	62	16	2
Finance, Insurance & Real Estate	27	65	5	3
Education—Public & Private	14	80	4	2
Services	26	64	7	3
Public Administration	23	67	5	5
All Industries	23	64	10	3

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

The coming quarter represents for the Western area its weakest employment in two years. The months of January, February and March are not normally favorable and it appears 1985 will be true to form.

There is robust activity foreseen in the Finance, Insurance and Real Estate sector and among Durable Goods Manufacturers. Other industries are at or below national expectations. Anticipated hiring is substantially below the Western outlook of the first period of 1984, when 23% planned increases and 12% expected cuts. This year only 19% predict additions and 13% say they will cut back.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	17	69	12	2
Manufacturing—Durable Goods	26	54	11	9
Manufacturing—Non-durable Goods	17	69	12	2
Transportation & Public Utilities	21	64	12	3
Wholesale & Retail Trade	17	58	21	4
Finance, Insurance & Real Estate	23	69	4	4
Education—Public & Private	10	84	6	0
Services	21	62	14	3
Public Administration	16	74	6	4
All Industries	19	64	13	4

*The size of the mining industry's responding sample does not permit a hiring trend forecast.

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TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road, Milwaukee, WI 53217

The quarterly Employment Outlook Survey is conducted as a public service of Manpower, Inc. The survey was designed and is administered by Manpower's International Research Department, utilizing a statistically representative sample of more than 11,500 large public and private employers from among ten industrial sectors in 352 U.S. cities.

The first quarter 1985 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to December 1, 1984.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

EMPLOYMENT OUTLOOK SURVEY: First Quarter 1985
Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of over 11,500 employers in 352 U.S. cities who plan to increase or decrease the size of their workforce during the first quarter of 1984 (January, February, March), compared to the first quarter, 1984 and fourth quarter, 1984.

	% Planning Increase			% Planning Decrease		
	1st Qtr. 1985	1st Qtr. 1984	4th Qtr. 1984	1st Qtr. 1985	1st Qtr. 1984	4th Qtr. 1984
National	20	22	26	12	12	8
Northeast	22	21	25	11	11	7
Midwest	17	19	24	15	14	10
South	23	25	30	10	9	8
West	19	23	24	13	12	10

National Although slowed by seasonal tendencies, the employment outlook for January, February and March of 1985 continues to be healthy. The coming quarter nearly matches that of last year, which was one of the most favorable in recent years. Notable this year are the lower than usual after-Christmas reduction plans, leaving room for a more positive overall outlook.

Northeast The Northeastern states, led by the large financial centers, are second only to the South in optimism of employment outlook. Particularly favorable are the Finance, Insurance and Real Estate sector, Public Administration, Services and Durable Goods Manufacturing.

Midwest Stymied by cold weather in its construction industry and post-holiday declines in Wholesale-Retail jobs, Midwest cities face below average hiring plans. Only in Transportation and Public Utilities and Non-Durable Goods Manufacturing do Midwest employers approximate national averages. Expectations lag behind those of most other years.

South Aided by warm weather, the South once again leads the nation in job outlook. In every category, the Southern outlook exceeds national averages. The Finance, Insurance and Real Estate, Public Administration and Services sectors show the brightest pictures.

West The coming quarter represents for the Western area its weakest employment oulook in two years. Robust activity is foreseen in the Finance, Insurance and Real Estate sector and Durable Goods Manufacturing, but other industries are at or below national expectations. Anticipated hiring is substantially below the Western outlook of the first period of 1984.

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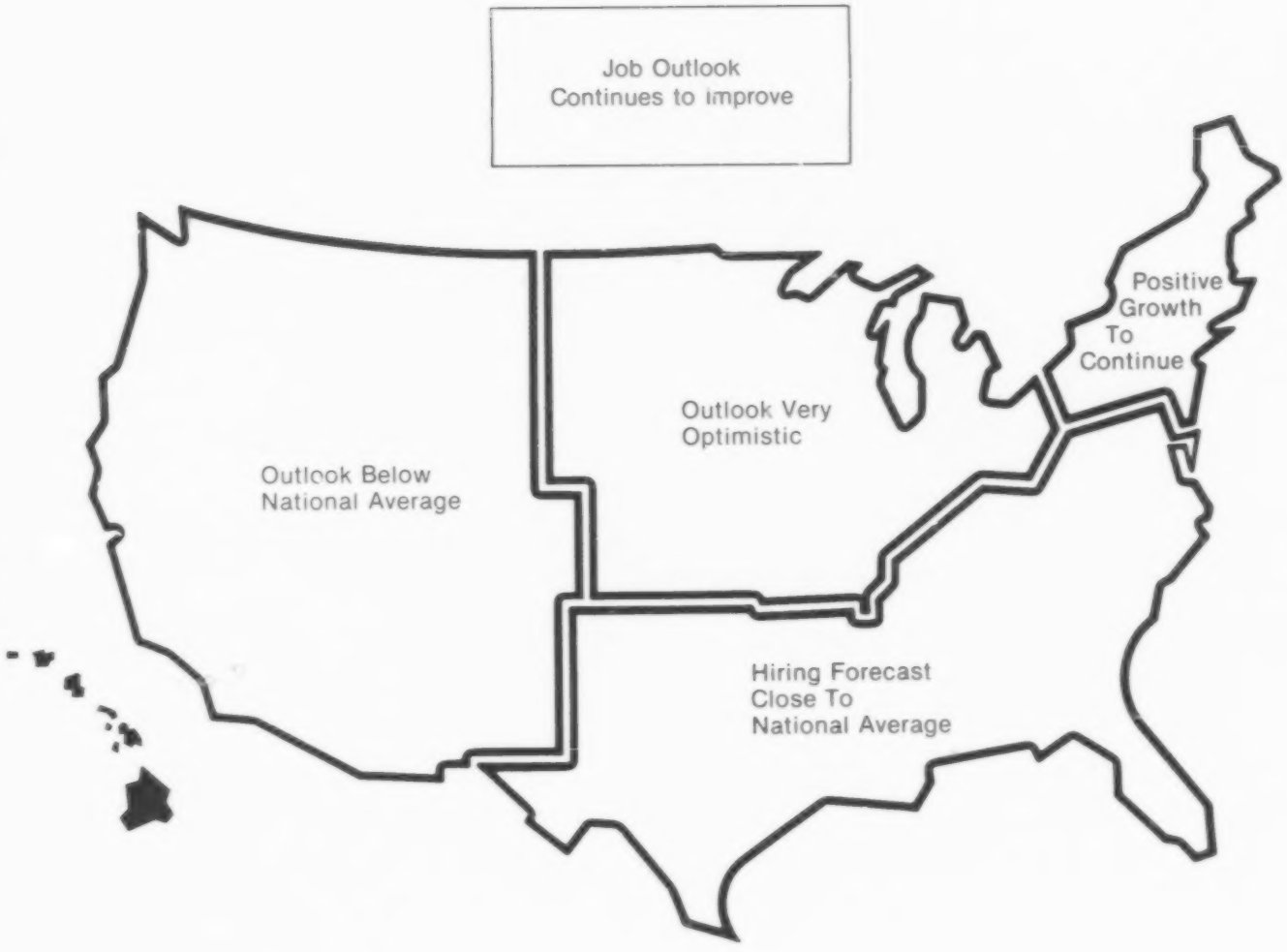
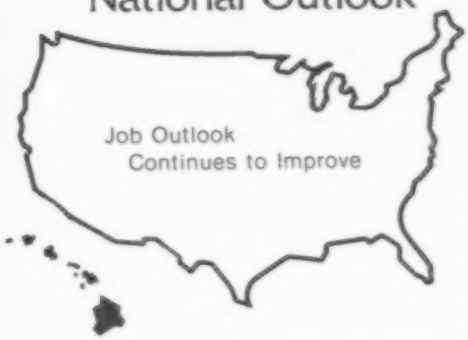
Manpower, Inc. Employment Outlook Survey

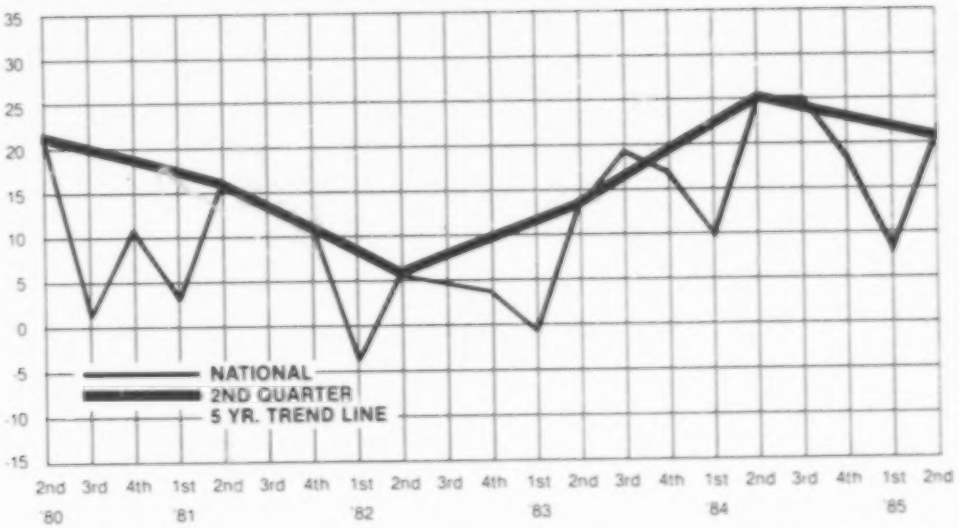
Second Quarter
April, May, June
1985



National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

*The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

The national hiring picture continues to develop in a positive mode as 27% of more than 12,000 employers interviewed indicated they would be hiring additional workers in the coming three months. Only 6% declared an intention to cut back from present employment levels. This represents an increase from the first quarter, which is seasonally the weakest time of the year, and nearly reaches the levels of last year's second quarter, which was the most optimistic quarter in five years.

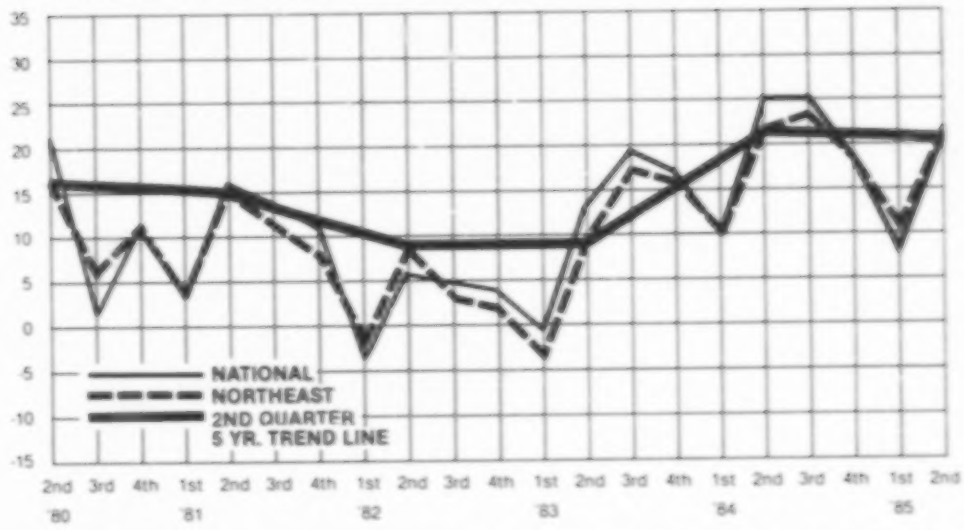
Within the various industry sectors, seasonal advances are expected in the Construction field and improvement over last quarter will come in Manufacturing; Finance, Insurance and Real Estate; and the Wholesale-Retail trades, with the strongest outlook in the Services sector. All sectors show hiring plans near or below last year. The most significant year-to-year drop occurred in Durable Goods Manufacturing, where sharp increases were recorded last year.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	26	61	3	10
Construction	39	52	6	3
Manufacturing—Durable Goods	28	60	9	3
Manufacturing—Non-durable Goods	28	64	6	2
Transportation & Public Utilities	24	68	5	3
Wholesale & Retail Trade	29	62	6	3
Finance, Insurance & Real Estate	25	67	4	4
Education—Public & Private	14	77	6	3
Services	28	63	6	3
Public Administration	23	67	6	4
All Industries	27	64	6	3

Northeast

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

Heavily impacted by seasonal conditions, Northeast companies are leaving the employment doldrums of winter behind and looking forward to staffing up for the more active spring and summer periods.

Construction jobs, dormant in the cold weather, will be plentiful in the coming quarter, as the industry shows its strongest job forecast since 1978. The same is true of Non-Durable Goods Manufacturing, although Durable Goods Manufacturers anticipate continuing the hiring pace of the first quarter, a level substantially below the second quarter of last year.

The Transportation and Public Utilities sector and Wholesale-Retail firms will surpass the highly positive staff addition levels of last April, May and June, as well as the seasonally low levels of three months ago.

Overall, the area will continue the positive growth shown in recent quarters.

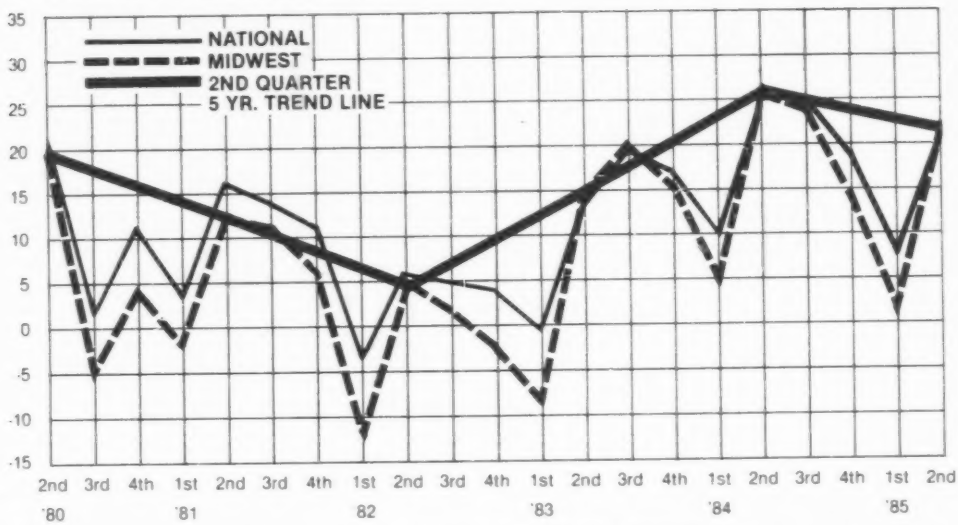
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	41	51	5	3
Manufacturing—Durable Goods	24	65	8	3
Manufacturing—Non-durable Goods	31	59	7	3
Transportation & Public Utilities	24	64	7	5
Wholesale & Retail Trade	31	62	4	3
Finance, Insurance & Real Estate	24	71	2	3
Education—Public & Private	14	80	2	4
Services	25	66	6	3
Public Administration	20	72	4	4
All Industries	27	64	6	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast

Midwest

Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

Strong seasonal gains are in view for the Construction industry, although the attitude is not as positive as last year's record-breaking second quarter. Manufacturing jobs will rebound from last quarter's low level, but remain below the extremely high levels of a year ago.

Transportation and Public Utilities firms, Services employers, and the Public Administration sector in the Midwest expect their most favorable job outlooks of the 1980's. However, private and public Education jobs have leveled out after six consecutive quarters of increase and Transportation and Public Utilities companies expect to maintain a stable position at levels that have prevailed for the past year and a half.

Although still below the exceptional levels of mid-1984, the Midwest job picture is substantially improved.

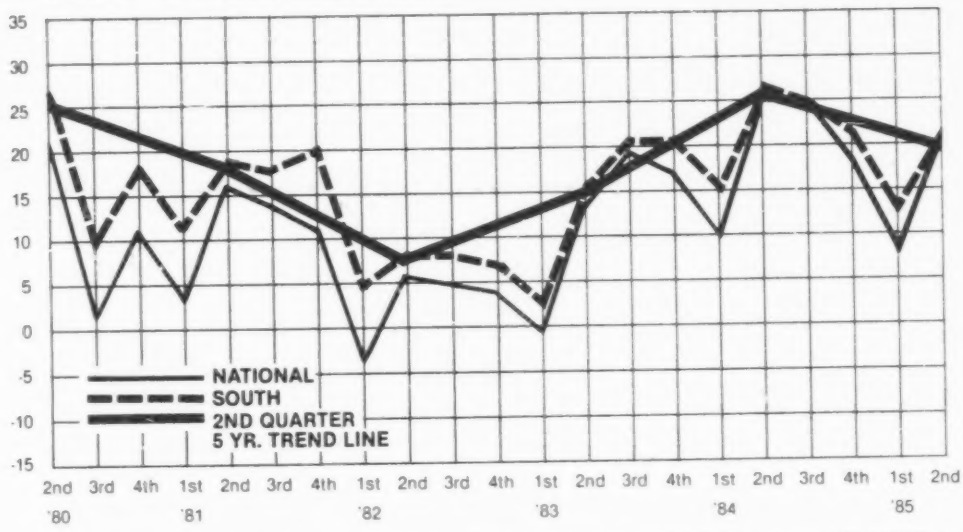
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	40	49	7	4
Manufacturing—Durable Goods	30	58	9	3
Manufacturing—Non-durable Goods	25	67	5	3
Transportation & Public Utilities	26	69	4	1
Wholesale & Retail Trade	29	63	5	3
Finance, Insurance & Real Estate	22	69	5	4
Education—Public & Private	10	76	10	4
Services	29	64	6	1
Public Administration	31	62	4	3
All Industries	28	63	6	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast.

South

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

Opportunities in the South, frequently the most abundant in the nation, are a bit below average for the second quarter.

While cold weather is not a problem, the South nonetheless experiences a seasonal increase in Construction jobs during the second quarter and the current year is no exception. Manufacturing industries, though ahead of last quarter, are yet a notch behind the brisk pace of last year's second quarter. The best current job opportunities are in the buoyant Services sector and in the Wholesale-Retail trades. Finance, Insurance and Real Estate, and public and private Education hiring will remain approximately at the levels of last quarter and last year.

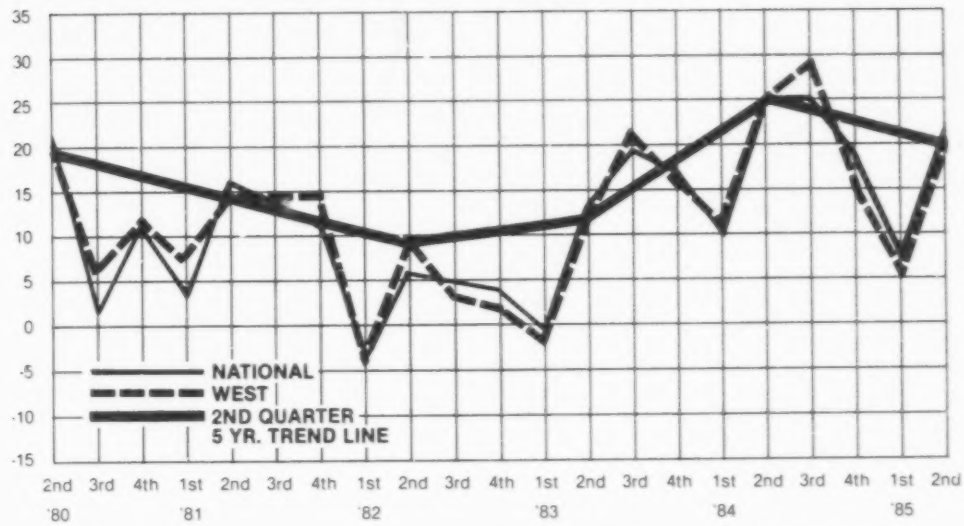
Basically, the employment plans of Southern companies now closely resemble those of the nation as a whole.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	21	70	2	7
Construction	41	52	5	2
Manufacturing—Durable Goods	27	61	9	3
Manufacturing—Non-durable Goods	27	65	6	2
Transportation & Public Utilities	23	72	3	2
Wholesale & Retail Trade	28	61	8	3
Finance, Insurance & Real Estate	26	68	4	2
Education—Public & Private	15	77	5	3
Services	30	61	6	3
Public Administration	22	64	9	5
All Industries	27	64	6	3

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

The employment picture in the West is substantially improved from the cloudy outlook of the past two quarters, but is still lagging a bit behind the strong performance of mid-1984.

The Non-Durable Goods Manufacturing and Finance, Insurance and Real Estate categories are more positive than they were both last quarter and one year ago. The latter experienced the most positive outlook since late 1980. The Services sector is also quite strong. Only last year did a second quarter surpass the present forecast since the start of this decade.

Western employers show only a slight propensity for cutting staff, so those presently working are likely to remain on the job, while actual hiring intentions are quite favorable.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	38	44	0	18
Construction	31	59	7	3
Manufacturing—Durable Goods	32	55	11	2
Manufacturing—Non-durable Goods	30	62	6	2
Transportation & Public Utilities	22	66	6	6
Wholesale & Retail Trade	24	66	8	2
Finance, Insurance & Real Estate	28	61	6	5
Education—Public & Private	18	76	5	1
Services	28	63	5	4
Public Administration	19	73	3	5
All Industries	26	64	7	3

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The second quarter 1985 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to March 1, 1985.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

EMPLOYMENT OUTLOOK SURVEY: Second Quarter 1985

Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of over 12,000 employers in 367 U.S. cities who plan to increase or decrease the size of their workforce during the second quarter of 1985 (April, May, June), compared to the second quarter, 1984 and first quarter, 1985.

	% Planning Increase			% Planning Decrease		
	2nd Qtr. 1985	2nd Qtr. 1984	1st Qtr. 1985	2nd Qtr. 1985	2nd Qtr. 1984	1st Qtr. 1985
National	27	30	20	6	5	12
Northeast	27	27	22	6	5	11
Midwest	28	31	17	6	5	15
South	27	32	23	6	5	10
West	26	30	19	7	5	13

National Hiring picture continues to develop in a positive mode, although not quite as briskly as last year's aggressive pace. Outlook is much brighter than last quarter, which is seasonally the weakest time of year, and nearly reaches the levels of the second quarter of 1984, which was the most optimistic quarter is five years.

Northeast The optimism of recent quarters continues. Construction and Non-durable Goods Manufacturers foresee a favorable future, but Durable Goods Manufacturers lag well behind the second quarter of last year. Transportation and Public Utilities and the Wholesale-Retail sectors also anticipate increased hiring levels.

Midwest Midwest companies have left the doldrums and reached hiring levels prevalent in other regions. Although still below the exceptional levels of mid-1984, the outlook is substantially improved. Construction and Manufacturing jobs will be more plentiful and most other sectors will maintain or improve their position of recent quarters.

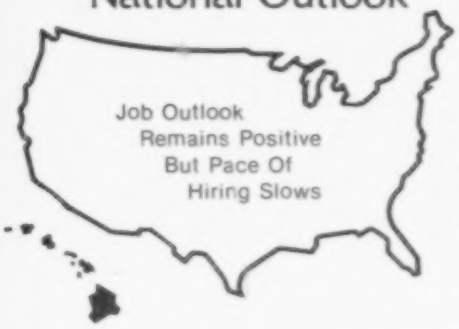
South Opportunities in the South, frequently the most abundant in the nation, are a bit below average for the second quarter. Basically, the employment plans of Southern companies now closely resemble those of the nation as a whole. Best current job opportunities are in Services and Wholesale-Retail trades.

West The employment picture is substantially improved over the cloudy outlook of the past two quarters, but still trails the strong performance recorded a year ago. Most positive sectors are Services, Non-Durable Goods Manufacturing, and Finance, Insurance and Real Estate.

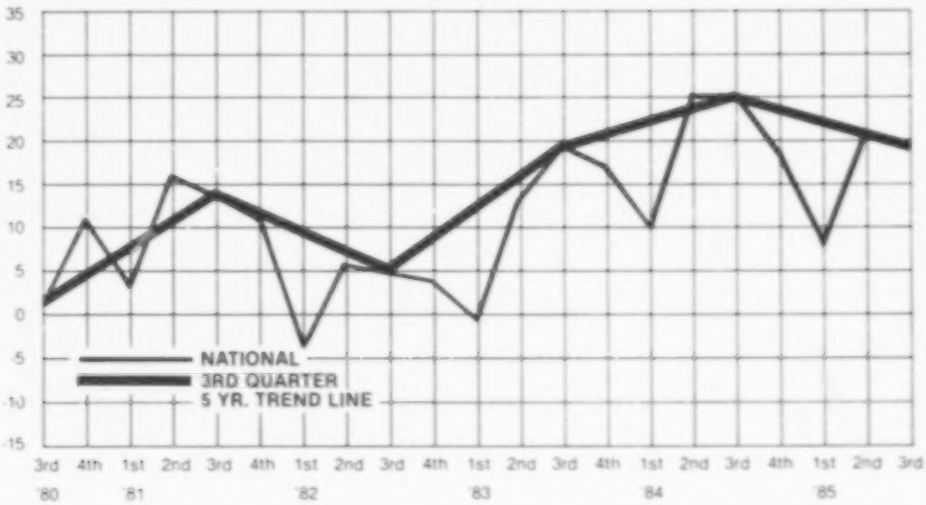
Manpower, Inc. Employment Outlook Survey

Third Quarter
July, August, September
1985

National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

* The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

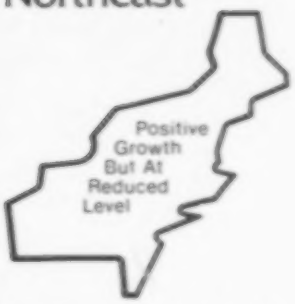
The national hiring picture reflects continuing stability as 26% of more than 12,000 employers in 369 cities covered by the Manpower Employment Outlook Survey indicated that they would hire additional workers in the coming three months. Only 7% of those interviewed reported that their intention was to cut the sizes of their workforces.

This represents only a slight decline from the pace seen during the second quarter of the year, when 27% of those polled planned to add staff and 6% said they would decrease staff sizes. However, a fairly sharp decline in hiring plans is reported by employers in the key sectors of Durable and Non-Durable Goods Manufacturing.

Among the other sectors, Public Administration and Education showed strong gains over last quarter and the third quarter of last year. The Construction industry continues at its seasonally strong pace. All other sectors, particularly mining, show hiring plans below last year.

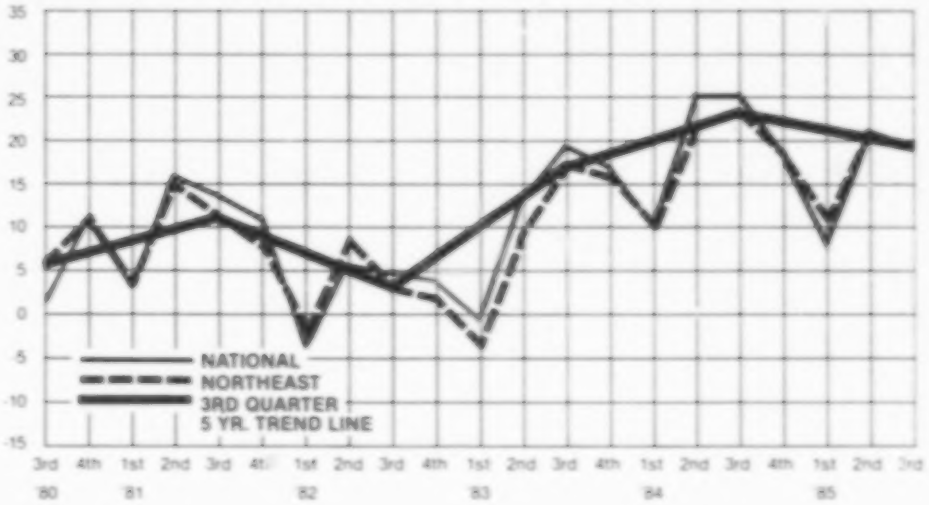
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	8	73	15	4
Construction	40	50	7	3
Manufacturing—Durable Goods	24	61	12	3
Manufacturing—Non-durable Goods	22	66	9	3
Transportation & Public Utilities	24	67	7	2
Wholesale & Retail Trade	28	63	5	4
Finance, Insurance & Real Estate	27	65	5	3
Education—Public & Private	26	58	12	4
Services	27	64	6	3
Public Administration	32	60	6	2
All Industries	26	64	7	3

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

As the weather in the Northeast improves, so does the opportunity for work in the Construction industry. Construction jobs continue to be plentiful, an improvement since last quarter and a year ago at this time, as the industry shows its strongest outlook since 1978. Hiring plans in Transportation/ Public Utilities and Public Administration are also brighter than a year ago. However, Manufacturing jobs, particularly in Durable Goods, are off the pace of last year.

Overall, the Northeast area will continue to show a lower level of positive growth than in recent months.

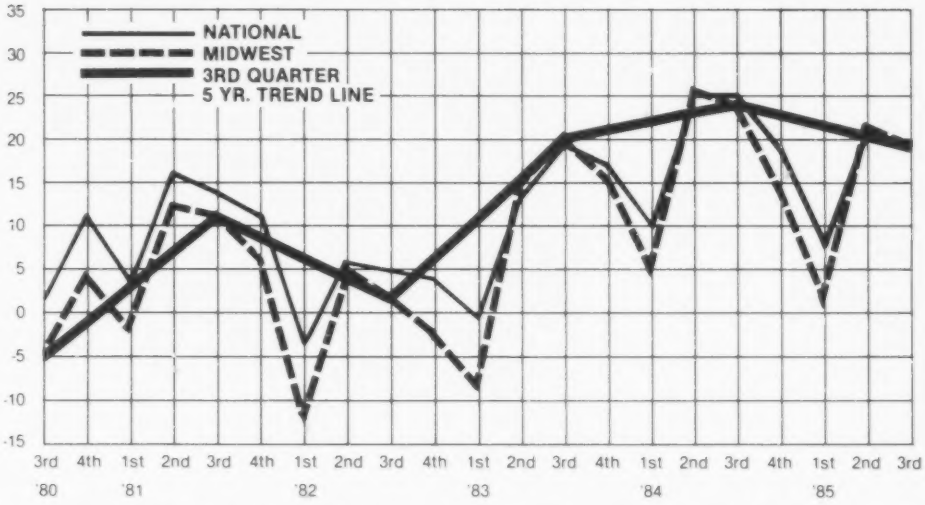
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	44	50	5	1
Manufacturing—Durable Goods	23	61	13	3
Manufacturing—Non-durable Goods	23	65	7	5
Transportation & Public Utilities	25	64	8	3
Wholesale & Retail Trade	26	65	5	4
Finance, Insurance & Real Estate	24	68	4	4
Education—Public & Private	17	67	12	4
Services	29	62	5	4
Public Administration	28	65	5	2
All Industries	26	63	7	4

* The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest

Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

Education and Public Administration jobs show the strongest growth in the Midwest, with hiring levels considerably over those reported a year ago.

Construction jobs will be plentiful as well, although off the pace set a year ago. Services will remain near the level reported last quarter and a year ago. Employment in the Wholesale/ Retail Trade category remains as strong as last quarter, but not quite as strong as reported a year ago. The most significant weakening occurs in both Durable and Non-Durable Goods Manufacturing. Hiring intentions for these key sectors are still positive, but at a significantly reduced level from last quarter and last year.

The Midwest job picture remains relatively healthy, despite deterioration in the manufacturing sectors.

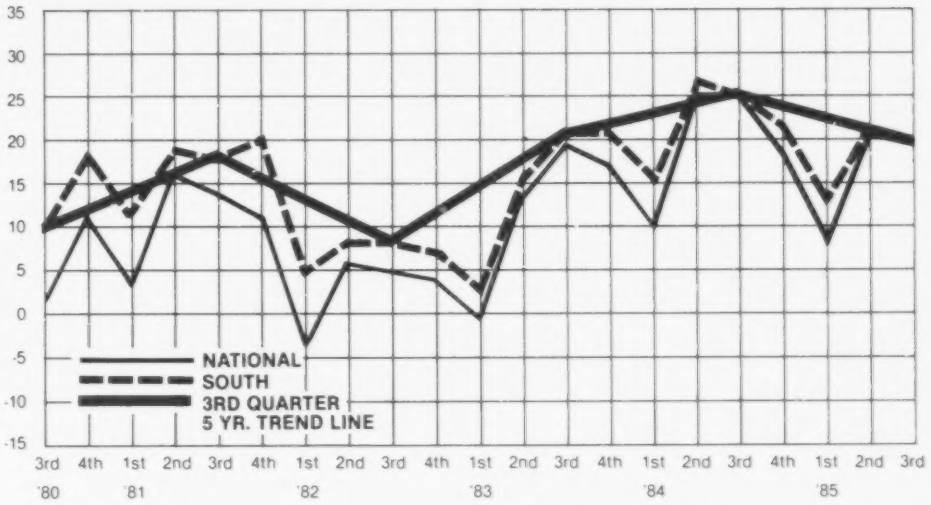
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	46	48	5	1
Manufacturing—Durable Goods	23	62	13	2
Manufacturing—Non-durable Goods	23	65	9	3
Transportation & Public Utilities	23	67	7	3
Wholesale & Retail Trade	29	63	4	4
Finance, Insurance & Real Estate	27	64	6	3
Education—Public & Private	24	58	13	5
Services	29	61	7	3
Public Administration	25	64	7	4
All Industries	27	62	8	3

* The size of the mining industry's responding sample does not permit a hiring trend forecast.

South

Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

The South is again the strongest region in the country, with employment prospects slightly above the national average.

Jobs in Education and Public Administration will be plentiful with both categories posting a considerable increase over last year. As in other parts of the country, however, Manufacturing jobs will be down from the recovery levels experienced a year ago. In addition, weakening exists in the troubled Mining industry, where more employers expect to lay off workers than expect to add.

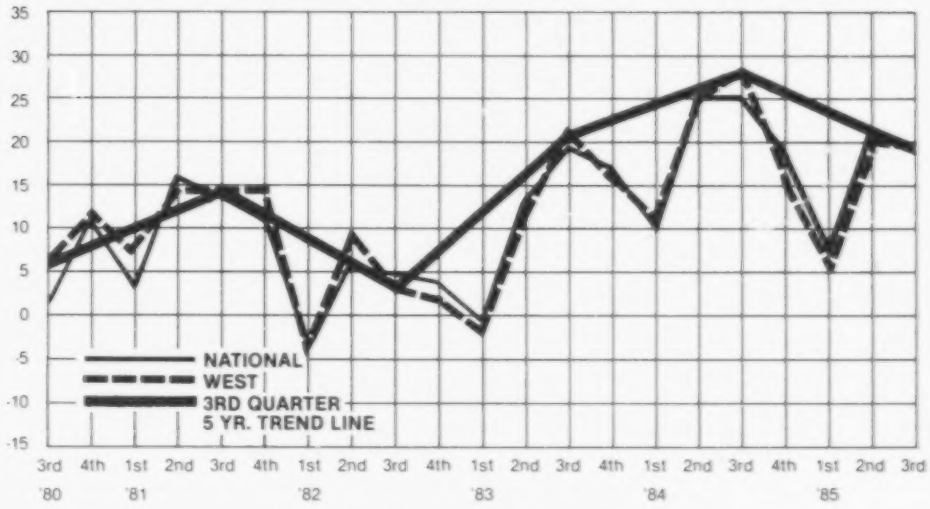
All other industry categories, while down from previous highs, remain strong and in line with the national picture.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	9	78	11	2
Construction	39	50	7	4
Manufacturing—Durable Goods	23	63	10	4
Manufacturing—Non-durable Goods	19	69	10	2
Transportation & Public Utilities	23	68	6	3
Wholesale & Retail Trade	27	65	5	3
Finance, Insurance & Real Estate	29	65	4	2
Education—Public & Private	32	60	7	1
Services	26	66	7	1
Public Administration	34	59	6	1
All Industries	27	64	7	2

West

Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

The employment picture in the West reflects almost exactly the situation in the nation as a whole. Prospects are good, but the pace of hiring appears to be slowing.

The outlook is especially optimistic in Public Administration, where nearly 40% of those surveyed plan to add employees. Prospects in Wholesale/Retail trade are also good. As in other areas of the country, however, plans for hiring in the Manufacturing sectors are beginning to show some weakness. In the Mining sector, weakness has already appeared, with twice as many employers planning to cut staff as planning to add in the coming months.

Overall, Western employment opportunities are favorable, but less so than a year ago at this time.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	12	52	24	12
Construction	28	58	11	3
Manufacturing—Durable Goods	27	58	10	5
Manufacturing—Non-durable Goods	23	66	7	4
Transportation & Public Utilities	24	69	4	3
Wholesale & Retail Trade	29	61	6	4
Finance, Insurance & Real Estate	26	62	7	5
Education—Public & Private	28	48	19	5
Services	24	67	6	3
Public Administration	39	53	7	1
All Industries	27	61	8	4

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The third quarter 1985 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to June 1, 1985.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

EMPLOYMENT OUTLOOK SURVEY: Third Quarter 1985

Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of over 12,334 employers in 369 U.S. cities who plan to increase or decrease the size of their workforce during the third quarter of 1985 (July, August, September), compared to the third quarter, 1984 and second quarter, 1985.

	% Planning Increase			% Planning Decrease		
	3rd Qtr. 1985	3rd Qtr. 1984	2nd Qtr. 1985	3rd Qtr. 1985	3rd Qtr. 1984	2nd Qtr. 1985
National	26	31	27	7	6	6
Northeast	26	28	27	7	5	6
Midwest	27	31	28	8	7	6
South	27	31	27	7	6	6
West	27	34	26	8	6	7

National Hiring picture reflects continuing stability, but there is a decline in the pace seen last quarter. However, a fairly sharp decline in hiring is reported by employers in the key sectors of Durable and Non-Durable Goods Manufacturing.

Northeast While the optimism continues, overall there is a lower level of positive growth than experienced in recent months. Construction, Transportation/Public Utilities and Public Administration hold the most promise. Hiring in Manufacturing, particularly in the Durable Goods sector, is off the pace seen last year.

Midwest The picture here remains relatively healthy despite deterioration in the Manufacturing sectors. Education, Public Administration and Construction employers are optimistic.

South The strongest region in the country, jobs will be plentiful in Education and Public Administration. Hiring in Manufacturing is down from the recovery levels experienced a year ago.

West Overall, employment opportunities are favorable, but less so than a year ago. Prospects in Public Administration and Wholesale/Retail trade are good.

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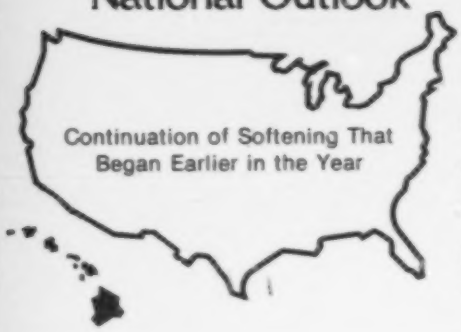
Manpower, Inc. Employment Outlook Survey

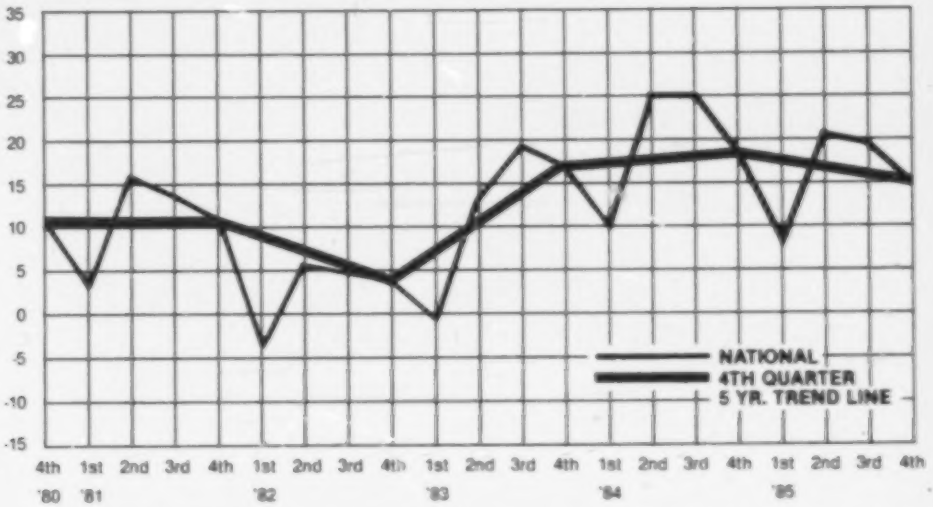
Fourth Quarter
October, November, December
1985

Continuation of Softening That Began Earlier in the Year
Hiring Patterns Show Fair Strength
Traditional "Winter Weakness" Attacks Job Market
Outlook Well Below National Average
Outlook Once Again Leads The Nation

National Outlook



MEASURE OF HIRING EXPECTATIONS*



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

* The Measure of Hiring Expectations is the difference between the percentage of employers predicting staff increases and those planning to decrease hiring activity.

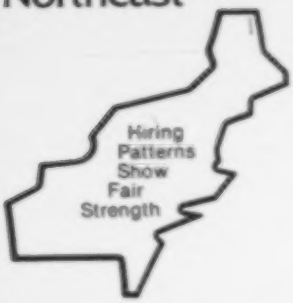
A somewhat softer employment outlook appears on the national horizon for the final quarter of 1985. Of more than 12,000 employers interviewed in nearly 400 cities, 25% intend to add to their workforce over the coming three months, while 10% expect to institute cutbacks. An additional 62% plan no change and 3% are not yet certain.

Although the fourth quarter is customarily the weakest of the year, the present situation extends somewhat beyond seasonal patterns. The Wholesale and Retail trades are the most optimistic, anticipating an aggressive Christmas season. But the outlook for the important Manufacturing sectors — both Durable and Non-Durable Goods — is weaker than in comparable quarters of the past three years.

Opportunities appear stronger than seasonal patterns in Finance, Insurance & Real Estate, and the Education field is also seasonably favorable. Employers in the Services industries will maintain the usual fourth quarter hiring patterns.

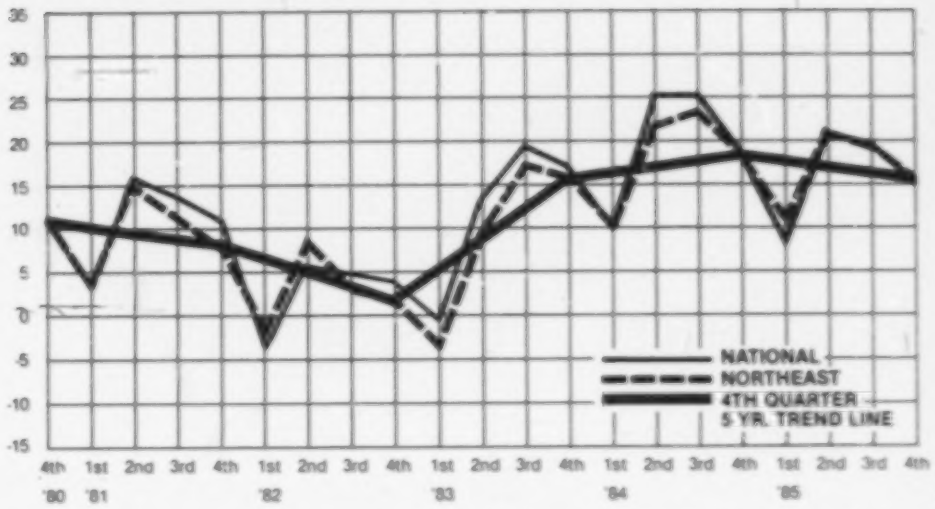
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	14	73	13	0
Construction	25	57	15	3
Manufacturing—Durable Goods	19	62	15	4
Manufacturing—Non-durable Goods	20	67	10	3
Transportation & Public Utilities	20	67	10	3
Wholesale & Retail Trade	34	56	7	3
Finance, Insurance & Real Estate	24	66	6	4
Education—Public & Private	24	67	6	3
Services	24	63	10	3
Public Administration	22	63	12	3
All Industries	25	62	10	3

Northeast



Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

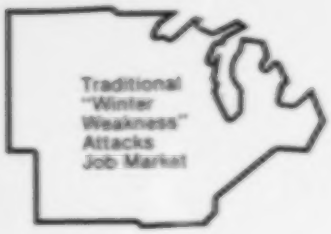
Bolstered by a better than usual seasonal Construction picture and following the strength reflected in Wholesale/Retail and Finance, Insurance & Real Estate, the Northeast regional outlook is steady compared to recent quarters and recent years.

In fact, the 1985 Christmas selling season shows one of the most aggressive hiring plans since the survey started in 1976. Services firms and Transportation & Public Utility companies also expect above average hiring activity, while Manufacturers are far less optimistic. Durable and Non-Durable Goods Manufacturing jobs will be tighter than other final quarters since the end of the recession. Following seven consecutive quarters of unusual strength, the Public Administration sector has turned very weak.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	25	62	12	1
Manufacturing—Durable Goods	19	66	12	3
Manufacturing—Non-durable Goods	20	63	13	4
Transportation & Public Utilities	23	67	6	4
Wholesale & Retail Trade	37	54	6	3
Finance, Insurance & Real Estate	25	64	5	6
Education—Public & Private	13	82	4	1
Services	25	63	8	4
Public Administration	17	65	12	6
All Industries	25	63	9	3

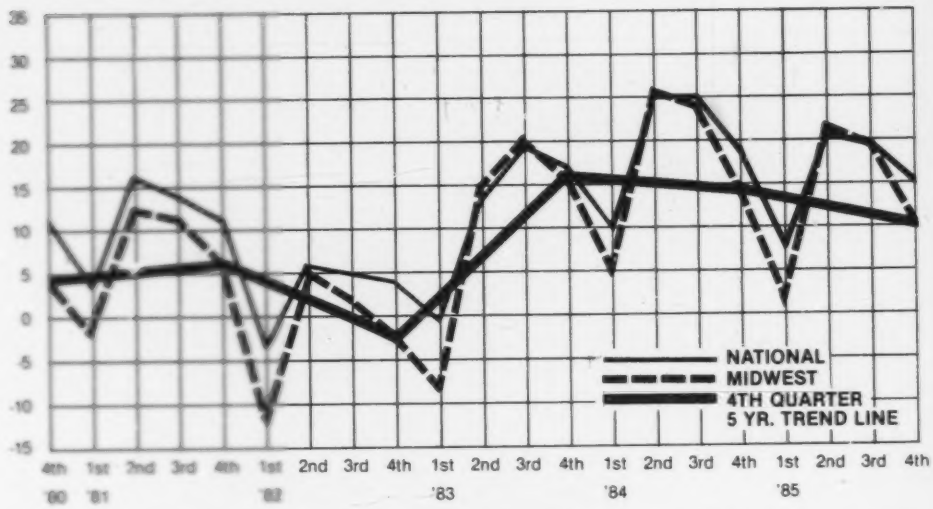
* The size of the mining industry's responding sample does not permit a hiring trend forecast.

Midwest



Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

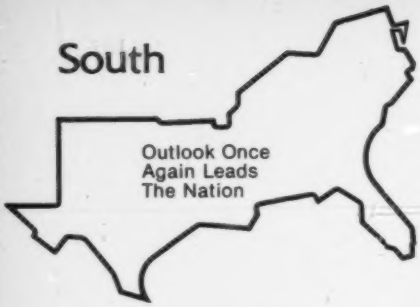
Although the traditional "winter weakness" has set in over the Midwest and job prospects are even slightly weaker than in the final quarters of the past two years, there is a relative strength beyond the poor years of 1979-82. Durable Goods Manufacturing, so important in the economy of America's heartland, is particularly pessimistic for the coming three months. The onset of cold weather will drive construction activity indoors.

As in other regions, Wholesale/Retail firms will be the most aggressive in adding workers, but even here the activity will fall below the national average. Only in Finance, Insurance & Real Estate will Midwestern employers be hiring more people than the national average in each industry.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining*				
Construction	19	56	22	3
Manufacturing—Durable Goods	18	61	16	5
Manufacturing—Non-durable Goods	20	68	9	3
Transportation & Public Utilities	13	72	12	3
Wholesale & Retail Trade	31	57	8	4
Finance, Insurance & Real Estate	25	66	5	4
Education—Public & Private	23	63	9	5
Services	20	66	11	3
Public Administration	14	70	14	2
All Industries	22	62	12	4

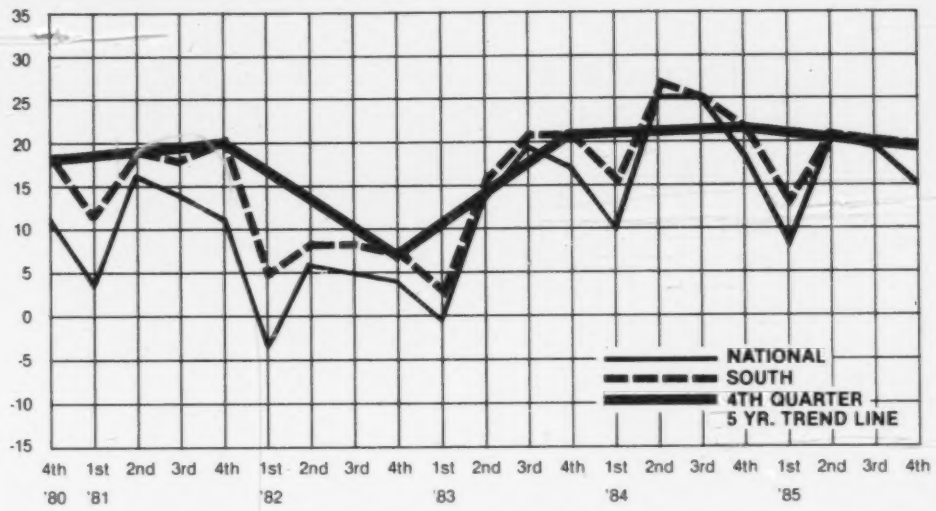
* The size of the mining industry's responding sample does not permit a hiring trend forecast.

South



Alabama
Arkansas
Delaware
District of Columbia
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

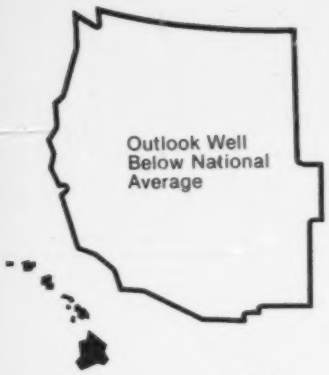
Southern employers once again lead the nation. The only blemish on the Southern picture for the quarter ahead lies in Durable Goods Manufacturing, where the outlook lags behind those of the past ten consecutive quarters.

The strong performance anticipated for Wholesale/Retail and Finance, Insurance & Real Estate carries into the South as well and opportunities in Public and Private Education are good, although still a bit behind last quarter and last year.

Services companies will be hiring in more instances than normal for this time of year. Construction work, unimpeded by the cold weather in other parts of the country, will continue to be plentiful during the winter months.

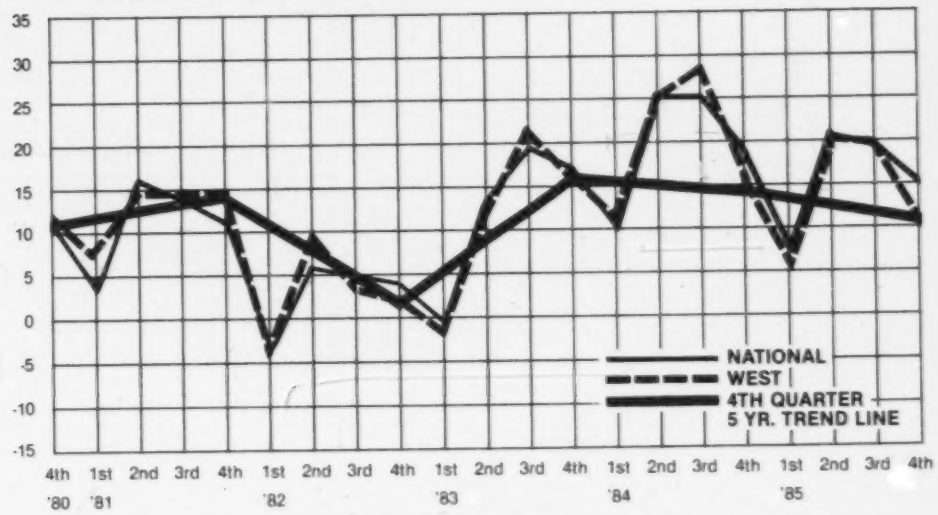
Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	14	79	7	0
Construction	29	55	12	4
Manufacturing—Durable Goods	22	63	13	2
Manufacturing—Non-durable Goods	22	70	7	1
Transportation & Public Utilities	21	69	8	2
Wholesale & Retail Trade	36	56	6	2
Finance, Insurance & Real Estate	24	70	5	1
Education—Public & Private	28	62	6	4
Services	26	64	8	2
Public Administration	26	61	11	2
All Industries	27	63	8	2

West



Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

MEASURE OF HIRING EXPECTATIONS



Note: The annual trend line represents net employment expectations for the current quarter in relation to the same periods of previous years. These figures are not adjusted for seasonal variations.

Only once in the past decade has a fourth quarter outlook been weaker in Western areas than for the coming quarter. This weakness is evident throughout the private sector. Even the seasonably strong Wholesale/Retail employment picture is softer than in most year-end periods and the Manufacturing industries — in both Durable and Non-Durable Goods — look a bit bleak.

Some optimism exists for Public Administration jobs and the Education field is unusually robust, showing its greatest strength since 1977.

Services employees in the West are traditionally lethargic in the last quarter and this year is no exception, but the outlook approximates that of most recent years.

Industry Category	Increase %	No Change %	Decrease %	Don't Know %
Mining	14	50	36	0
Construction	23	60	15	2
Manufacturing—Durable Goods	21	56	19	4
Manufacturing—Non-durable Goods	19	66	13	2
Transportation & Public Utilities	21	59	16	4
Wholesale & Retail Trade	29	58	10	3
Finance, Insurance & Real Estate	23	60	10	7
Education—Public & Private	30	63	6	1
Services	22	62	14	2
Public Administration	24	59	13	4
All Industries	24	60	13	3

MANPOWER®
TEMPORARY SERVICES
International Headquarters
5301 N. Ironwood Road Milwaukee, WI 53217

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The fourth quarter 1985 survey is a measurement of employment plans for the permanent workforce and is based upon interviews conducted with the survey sample immediately prior to September 1, 1985.

The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of the survey.

EMPLOYMENT OUTLOOK SURVEY: Fourth Quarter 1985

Manpower, Inc.

SUMMARY OF RESULTS

The following table shows the percentage of over 12,155 employers in 377 U.S. cities who plan to increase or decrease the size of their workforce during the fourth quarter of 1985 (October, November, December), compared to the fourth quarter, 1984 and third quarter, 1985.

	% Planning Increase			% Planning Decrease		
	4th Qtr. 1985	4th Qtr. 1984	3rd Qtr. 1985	4th Qtr. 1985	4th Qtr. 1984	3rd Qtr. 1985
National	25	26	26	10	8	7
Northeast	25	25	26	9	7	7
Midwest	22	24	27	12	10	8
South	27	30	27	8	8	7
West	24	24	27	13	10	8

National — Hiring picture reflects a somewhat softer outlook than in previous quarters. The Wholesale/Retail trades are the most optimistic, but the Manufacturing sectors are much weaker than in previous years.

Northeast — The outlook is steady, bolstered by a better than usual Construction picture and continued strength in Wholesale/Retail and Finance/Insurance/Real Estate. Again, Manufacturing jobs will be tighter than in other final quarters.

Midwest — As in other regions, Wholesale/Retail firms will be the most aggressive in adding workers. Only in Finance/Insurance/Real Estate will Midwestern employers be adding more people than the national average. Durable Goods Manufacturing is particularly weak in America's heartland.

South — Once again, the strongest region in the nation. Strongest performance is anticipated in the Wholesale/Retail and Finance/Insurance/Real Estate sectors, but the Durable Goods Manufacturing outlook lags behind those of previous quarters.

West — The private sector is particularly weak in the West. There is some optimism in the Public Administration sector and Education jobs are unusually plentiful. Wholesale/Retail and Manufacturing jobs are especially soft.